

NONUNION PAY PARITY – JULY 2006

EXAMPLE # 1 – CAREER SERVICE

Example #1: Ben Worken		Current Grade/Step: Career Service (CS) Grade 10/Step 5 LEI Date 11/15/04)
Events	Salary/Statistic	Comment/Explanation
Current Salary at Grade 10, Step 5	\$43,127	Current salary prior to any actions.
Minimum new salary including at least 3%	\$44,421	Crossover step in the revised grade must equal the 3% minimum.
Same grade/ different step on the new schedule providing at least a 3% increase	Step 2	The first step in the same grade of the new FY 06 schedule that equals or exceeds a 3% increase.
Step 2 pay amount on the new FY 2006 schedule	\$44,634	New Salary on Revised 2006 Schedule
Salary Percent increase	3.49%	The percent increase between the current salary and the salary after the crossover.
New Rate with FY 2007 3% Increase (October 1, 2006)	\$45,974	This is the new Step amount after the 3% market adjustment is implemented at the beginning of FY 07.
Total dollar Increase from the crossover to the new FY 06 schedule and the FY 07 3% Market Adjustment.	\$2,847	This is the total dollar increase per year resulting from the crossover to the new FY 06 schedule and the FY 07 3% market adjustment.
Salary Net Percent Increase (Sept-Oct, 2006)	6.60%	This is the net percent increase resulting from both the crossover to the new schedule and the 3% market adjustment.
Salary on 11/15/06 (Move to Step 3)	\$47,402	Results from moving from to new step based on LEI on the new FY 07 schedule.
Total Percent Increase after LEI Date	9.91%	This is the net percentage impact of all three actions: the crossover to the new FY 06 schedule, the 3% market adjustment for FY 07, and the example person's step increase.
Retro Payment April 2, 2006	\$754	The approximate cash payment for the new FY 06 pay schedule implemented retro-active to April 2, 2006.

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EXAMPLE # 2 – CAREER SERVICE

Example #2: Sally Love-Cash		Current Grade/Step: Career Service (CS) Grade 11/Step 3 (LEI Date 1/15/06)
Events	Salary/Statistic	Comment/Explanation
Current Salary at Grade 11, Step 3	\$44,689	Current salary prior to any actions.
Minimum new salary including at least 3%	\$46,030	Crossover step in the revised grade must equal the 3% minimum.
Same grade/ different step on the new schedule providing at least a 3% increase	Step 1	The first step in the same grade of the new FY 06 schedule that equals or exceeds a 3% increase.
Step 1 pay amount on the new FY 2006 schedule	\$47,496	New Salary on Revised 2006 Schedule
Salary Percent increase	6.28%	The percent increase between the current salary and the salary after the crossover.
New Rate with FY 2007 3% Increase (October 1, 2006)	\$48,923	This is the new Step amount after the 3% market adjustment is implemented at the beginning of FY 07.
Total dollar Increase from the crossover to the new FY 06 schedule and the FY 07 3% Market Adjustment.	\$4,234	This is the total dollar increase per year resulting from the crossover to the new FY 06 schedule and the FY 07 3% market adjustment.
Salary Net Percent Increase (Sept-Oct, 2006)	9.47%	This is the net percent increase resulting from both the crossover to the new schedule and the 3% market adjustment.
Salary on 1/15/07 (Move to Step 2)	\$50,495	Results from moving from to new step based on LEI on the new FY 07 schedule.
Total Percent Increase after LEI Date	12.99%	This is the net percentage impact of all three actions: the crossover to the new FY 06 schedule, the 3% market adjustment for FY 07, and the example person's step increase.
+ Retro Payment April 2, 2006	\$1,404	The approximate cash payment for the FY 06 revised pay schedule implementation retro-active to April 2, 2006.

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EXAMPLE #3 – CAREER SERVICE

Example #3: Oliver Twist		Current Grade/Step: Career Service (CS) Grade 12/Step 9 LEI Date 1/15/05)
Events	Salary/Statistic	Comment/Explanation
Current Salary at Grade 12 Step 9	\$63,240	Current salary prior to any actions.
Minimum new salary including at least 3%	\$65,137	Crossover step in the revised grade must equal the 3% minimum.
Same grade/ different step on the new schedule providing at least a 3% increase	Step 5	The first step in the same grade of the new FY 06 schedule that equals or exceeds a 3% increase.
Step 6 pay amount on the new FY 2006 schedule	\$66,065	New Salary on Revised 2006 Schedule
Salary Percent increase	4.47%	The percent increase between the current salary and the salary after the crossover.
New Rate with FY 2007 3% Increase (October 1, 2006)	\$68,046	This is the new Step amount after the 3% market adjustment is implemented at the beginning of FY 07.
Total dollar Increase from the crossover to the new FY 06 schedule and the FY 07 3% Market Adjustment.	\$4,806	This is the total dollar increase per year resulting from the crossover to the new FY 06 schedule and the FY 07 3% market adjustment.
Salary Net Percent Increase (Sept-Oct, 2006)	7.6%	This is the net percent increase resulting from both the crossover to the new schedule and the 3% market adjustment.
Salary on 1/15/07 (Move to Step 7)	\$69,923	Results from moving from to new step based on LEI on the new FY 07 schedule.
Total Percent Increase after LEI Date	10.57%	This is the net percentage impact of all three actions: the crossover to the new FY 06 schedule, the 3% market adjustment for FY 07, and the example person's step increase.
+ Retro Payment April 2, 2006	\$1,413	The approximate cash payment for the FY 06 revised pay schedule implementation retro-active to April 2, 2006.

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EXAMPLE #4 – CAREER SERVICE

Example #4: Seymour Butz		Current Grade/Step: Career Service (CS) Grade 7/Step 10 LEI Date 1/15/1998
Events	Salary/Statistic	Comment/Explanation
Current Salary at Grade 7 Step 10	\$36,943	Current salary prior to any actions.
Minimum new salary including at least 3%	\$38,051	Crossover step in the revised grade must equal the 3% minimum.
Same grade/ different step on the new schedule providing at least a 3% increase	Step 6	The first step in the same grade of the new FY 06 schedule that equals or exceeds a 3% increase.
Step 7 pay amount on the new FY 2006 schedule	\$38,305	New Salary on Revised 2006 Schedule
Salary Percent increase	3.69%	The percent increase between the current salary and the salary after the crossover.
New Rate with FY 2007 3% Increase (October 1, 2006)	\$39,454	This is the new Step amount after the 3% market adjustment is implemented at the beginning of FY 07.
Total dollar Increase from the crossover to the new FY 06 schedule and the FY 07 3% Market Adjustment.	\$2,511	This is the total dollar increase per year resulting from the crossover to the new FY 06 schedule and the FY 07 3% market adjustment.
Salary Net Percent Increase (Sept-Oct, 2006)	6.8%	This is the net percent increase resulting from both the crossover to the new schedule and the 3% market adjustment.
+ Retro Payment April 2, 2006	\$681	The approximate cash payment for the FY 06 revised pay schedule implementation retro-active to April 2, 2006.
Next Step	April 2, 2008	LEI date changed to 4/2/06 and on a 2 year hold step.

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EXAMPLE #5 – CAREER SERVICE

Example #5: Roy Rodgers		Current Grade/Step: Career Service (CS) Grade 11/Step 10 (at Retained Rate)
Events	Salary/Statistic	Comment/Explanation
Current Salary at Grade 11, Step RR	\$64,853	Retained rate current salary prior to any actions.
Current Max of Grade 11, Step 10	\$54,111	Roy is on a retained rate \$10,742 above the current range max.
Grade 11, Step 10 Salary of the New FY 06 CS Schedule	\$61,239	Roy's grade and step on the new FY 06 pay schedule. Roy's retained rate of \$64,853 remains above the new range max by \$3,314.
Salary Change at Crossover	None	Roy's retained rate salary will remain higher than the new grade 11, step 10; therefore, his pay rate will not change on implementation of the revised FY 06 schedule.
Roy's Salary after Crossover	\$64,853	
Salary of CS Grade 11, Step 10 after FY 07 3% Increase	\$63,076	Roy's salary of \$64,853 remains above the new grade 11, step 10 rate by \$1,782 after the change to the new FY 07 schedule.
No Change to Roy's Salary At This Time		This employee's salary will not change until the salary rate assigned to grade 11, step10 "catches up" with his salary.

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EXAMPLE # 6 – MSS

Example 6: Martha Washington		Current Grade/Step: Management Supervisory Service (MSS) Grade 13/Step 3
Events	Salary/Statistic	Comment/Explanation
Current Salary at MSS Grade 13, Step 3	\$71,043	Current salary prior to any actions.
Minimum Three Percent Crossover Increase	\$2,131	Employee's increase at crossover to the revised schedule must equal the 3% minimum.
Minimum New FY 06 Salary	\$73,174	The new placement in FY 06 MSS open range grade that equals or exceeds a 3% increase.
Martha's New Rate: Range Minimum Range of MSS 13 = \$74,753 - \$104,654	\$74,753	The new grade 13 range minimum exceeds the 3% minimum increase, therefore, Martha's base pay rate on the new schedule is the grade 13 range minimum: \$74,753.
Actual Increase Amount at Crossover	\$3,710	This is the amount of the increase after the implementation guaranteed at 3%.
Salary Percent increase	5.22%	The percent increase between the current salary and the salary after the crossover.
EXAMPLE: Pay-for-performance Increase December 06: Rating of 4 = 4% (3% Mkt Adj & 1% Merit)	\$2,990	This is the total dollar increase per year resulting from the fall 2006 PMP rating (example only).
New Salary January, 2007	\$77,743	This is the new base salary resulting from both the crossover to the new schedule and the pay for performance increase.
Total Net Increase Amount	\$6,700	Results from moving from to new step base on LEI on the new FY 07 schedule.
Net Percent Increase by January, 2007	9.43%	This is the net percentage impact of all three actions: the crossover to the new FY 06 schedule, the 3% market adjustment for FY 07, and the example person's step increase.
Retro Crossover Payment to April 2, 2006	\$1,855	The approximate cash payment for the FY 06 revised pay schedule implementation retro-active to April 2, 2006.

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EXAMPLE # 7 – MSS

Example 7: Artful Dodger		Current Grade/Step: Management Supervisory Service (MSS) Grade 11/Step 1
Events	Salary/Statistic	Comment/Explanation
Current Salary at MSS Grade 11, Step 1	\$46,758	Current salary prior to any actions.
Minimum Three Percent Crossover Increase	\$1,403	Crossover to the revised grade must equal the 3% minimum.
Minimum New FY 06 Salary	\$48,161	The new placement in FY 06 MSS open range grade that equals or exceeds a 3% increase.
Artful's New Rate: Range Minimum Range of MSS 11 = \$55,087 - \$77,122	\$55,087	Artful must be at at least at range minimum, so his salary is set at the new range minimum: \$55,087.
Actual Increase Amount at Crossover	\$8,329	This is the amount of the increase after the implementation guaranteed at 3%.
Salary Percent increase	17.8%	The percent increase between the current salary and the salary after the crossover.
EXAMPLE: Pay-for-performance Increase December 06: Rating of 4 = 4% (3% Mkt Adj & 1% Merit)	\$2,203	This is the total dollar increase per year resulting from the fall 2006 PMP rating (example only).
New Salary January, 2007	\$57,290	This is the net percent increase resulting from both the crossover to the new schedule and the pay for performance increase.
Total Net Increase Amount	\$10,532	Results from moving from to new step base on LEI on the new FY 07 schedule.
Net Percent Increase by January, 2007	22.5%	This is the net percentage impact of all three actions: the crossover to the new FY 06 schedule, the 3% market adjustment for FY 07, and the example person's step increase.
Retro Crossover Payment to April 2, 2006	\$4,165	The approximate cash payment for the FY 06 revised pay schedule implementation retro-active to April 2, 2006.

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EXAMPLE # 8 – MSS

Example 8: Scarlett O'Hara		Current Grade/Step: Management Supervisory Service (MSS) Grade 14/Step 5
Events	Salary/Statistic	Comment/Explanation
Current Salary at MSS Grade 14, Step 5	\$89,144	Current salary prior to any actions.
Minimum Three Percent Crossover Increase	\$2,674	Crossover step in the revised grade must equal the 3% minimum.
Minimum New FY 06 Salary	\$91,818	The new placement in FY 06 MSS open range grade that equals or exceeds a 3% increase.
Scarlett's New Rate: (New Range of MSS 14 is \$85,966 - \$120,353)	\$91,818	Original salary plus the 3%.
Actual Increase Amount at Crossover	\$2,674	This is the amount of the increase after the implementation guaranteed at 3%.
Salary Percent increase	3%	The percent increase between the current salary and the salary after the crossover.
EXAMPLE: Pay-for-performance Increase December 06: Rating of 4 = 4% (3% Mkt Adj & 1% Merit)	\$3,673	This is the total dollar increase per year resulting from the fall 2006 PMP rating (example only).
New Salary January, 2007	\$95,491	This is the net percent increase resulting from both the crossover to the new schedule and the pay for performance increase.
Total Net Increase Amount	\$6,347	The total dollar increase from the crossover and from the fall 2006 pay-for-performance increase.
Net Percent Increase by January, 2007	7.1%	This is the net percentage impact of both actions: the crossover to the new FY 06 schedule and the fall, 2006, performance increase.
Retro Crossover Payment to April 2, 2006	\$1,337	The approximate cash payment for the FY 06 revised pay schedule implementation retro-active to April 2, 2006.